

NAV-LOCK HPO News

A Newsletter to inform the USACE Navigation workforce about the on-going NavLocks System HPO Study



USACE launched a High Performing Organization (HPO) study for the NavLocks System that includes the maintenance and repair function. Lloyd Harlow (above left) speaks to the team during a visit to the Louisville Repair Station in May.

Quarterly Briefing Presented to MG Riley, Director of Civil Works; Concurrence on study results thus far

The NavLocks System HPO team presented an Informational & Concurrence Briefing to MG Don T. Riley, the Director of Civil Works, on 29 May 2007. The team is tasked to “develop a best value, high-performing organization for the operation and maintenance of navigation locks and dams as well as other Civil Works Operations activities as deemed practicable by the team”. This was the first quarterly briefing by the team

to the Director of Civil Works.

MG Riley was briefed on the study results achieved by the team thus far and several key recommendations by the team on what functions are to be included in the study (the so-called “scope”). In addition to the Operation and Maintenance of Locks that are the heart of the study, the team recommended that some portions of dredging be included. The team recommended that coastal dredging not be included.

The team also recommended that services procured with Navigation funds from other organizations be included. However, it is important to note that the HPO team is not proposing to reengineer those organizations. Costs will be captured for organizations which use navigation dollars to provide services (engineering, project management, real estate, contracting, etc.). These organizations will then be asked how they can more efficiently and economically provide those services.

The team also recommended that the mat sinking portion of revetment not be included in the study.

MG Riley concurred with all recommendations. Ray Navidi, head of the Strategic Sourcing Program Office, reported that this was a “very good briefing for MG Riley.”



MG Don T. Riley,
Director of Civil Works

For Further Information

Web site: <http://www.NavLocks-HPO.usace.army.mil>

Send questions or comments by e-mail to
E-mail: Information-Line@usace.army.mil

Team Participates in LRD Lockmasters Meeting in May

The NavLocks System HPO team participated in the LRD Lockmasters meeting held in May. The LRD Lockmasters were briefed on the HPO study and provided input directly to team members individually during discussions. Dianne Hibbs also gave a presentation on the NavLocks High-Performing Organization from an HR perspective.

The NavLocks System HPO team welcomes the opportunity to receive input from Corps employees and plans to have individual team members available to participate in future Lockmasters meetings by other divisions.



Donnie Damron (left) talks to David Bethurum at the LRD Lockmasters meeting in May 2007. Donnie's the Lockmaster at Pickwick Landing Locks, Mile 207, Tennessee River

Board of Advisors Provides Feedback to DCW

The Board of Advisors for the NavLocks System HPO study met on 23-24 May 2007 in Louisville and provided feedback to the Director of Civil Works (DCW), MG Riley. The board was established to serve as a sounding board for the team. Board members serve as enablers and change agents to help the HPO achieve its final end-state. The board reviews documents developed by the team and validates that mission requirements will be met. The board is composed of representatives from divisions and districts.

Kenn Shoemaker, HPO team leader, said "the Advisory board was real happy with what we have done so far". Ray Navidi said "they are extremely supportive. No doubt that they understand that this study is huge, it will have major impact upon the Corps of Engineers". The HPO study provides the Corps a unique opportunity to make improvements, unlike any we have tried before.

Overall, the board provided feedback to the DCW that the study is off to a good start and headed in the right direction. The board also recognized that the stakes are very high since this is a core mission of USACE, not a support function and advised that the Corps robustly support the HPO activities.

Team visits Louisville Repair Station

The NavLocks System HPO team visited the Louisville Repair Station in May 2007. This provided the team another opportunity to talk directly with the workforce and examine the unique features of this site. Lloyd Harlow, the head of the Louisville repair crew and Rick Lewis spoke to the team about the Louisville operations.



The team welcomes input and has arranged for an e-mail address (see front page) for employees to send ideas and suggestions to the team to incorporate in the study..



The team toured the Louisville repair station and examined unique aspects of the site, such as the Henry M. Shreve above.

This is an informal Newsletter from the NavLocks system HPO team to help inform the NavLocks workforce of its progress as of 1 Jun 2007.